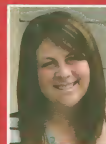




WASHINGTON State Employee

Faces of our future

WFSE/AFSCME's 2013
scholarship recipients (Part I).
See page 8.



OUR CONTRACTS

Signed, sealed, delivered

INSIDE:

- All about our new contracts. 4
- Looking ahead to 2015-2017 bargaining. 5

Gov. Jay Inslee hands pen he used to sign the WFSE/AFSCME Language Access Providers contract to Interpreters Local 1671 President Leroy Mould July 3. Moments before, he signed the new 2013-2015 General Government agreement.



IMMIGRATION

Next Wave members deliver powerful message at labor convention

WFSE/AFSCME Next Wave members of 35-and-under activists played a major role at July's Washington State Labor Council Convention in Vancouver. They delivered the resolution passed by delegates in support of comprehensive immigration reform to the district office of U.S. Rep. Jamie Herrera-Beutler of the 3rd District. Making the delivery were (from left) Ryan Harris, Local 443; Jennifer Brown, Local 53; WFSE/AFSCME Secretary Judy Kuschel; and Imelda Ang, Local 443. Kuschel accompanied the Next Wavers.

Parks Commission OKs job-killing Fort Worden lease



Local 1466 member Terri McCullough addresses Parks Commission before Fort Worden lease vote Aug. 8 in Anacortes.

■ 50-year "giveaway" chops 73% of ranger, maintenance, other WFSE/AFSCME members' jobs at Port Townsend state park

The state Parks Commission has rebuffed solid evidence and common sense and instead virtually handed over Fort Worden State Park to a Port Townsend group under a 50-year lease that kills jobs at the historic site.

Commissioners voted 6-0 to OK a 50-year lease that could lead to

nearly three-quarters of the parks staff there losing their jobs. The action came Aug. 8 at the commission meeting in Anacortes.

They awarded the lease to the Fort Worden Public Development Authority (PDA). The City of Port Townsend established the PDA under charter.

The unanimous vote came in the face of years of concerns raised by the Federation, local groups and neighbors.

"You have a chance to step up to review and to represent citizens, who you are accountable for," said

See FORT WORDEN, page 7

Fight for workers' rights at UW call center heats up as King County Council intervenes

Beleaguered WFSE/AFSCME Local 1488 members – call center workers at the Patient Access Center (PAC) in downtown Seattle – have picked up a powerful ally in the long fight for the basic dignity and contract rights after they were displaced from Harborview Medical Center in Seattle.

The Metropolitan King County Council in May and again this summer urged the University of Washington to "work proactively with WFSE to comply with the PERC



'The Faithful 5' King County Councilmembers (from left): Larry Gossett, Rod Dembowski, Joe McDermott, Larry Phillips and Reagan Dunn.

order and to return to the bargaining table with WFSE."

King County owns Harborview but leases it to the UW under a contract that comes up for review and renewal every 15 years.

The PERC order refers

to a series of decisions by the Public Employment Relations Commission in favor of the bargaining rights and employees at the call center. One of those orders is still under appeal by the UW; the court decision in favor of the union

and call center employees that the UW had committed an unfair labor practice when it moved the call center workers from Harborview to a downtown Seattle location

See UW, page 7

Pride!

Members of WFSE/AFSCME's LGBTQI Committee played a major role in this summer's Pride parades and events around the state, including in Olympia, June 22 (near right) and Tacoma, July 13 (far right, with Congressman Derek Kilmer, second from right).

MORE ONLINE



Join WFSE/AFSCME's LGBTQI Community: <http://www.wfse.org/get-involved/lgbtqi-community/>



REMINDER! CAMPOUT FORMS DUE AUG. 30!

WFSE/AFSCME Howard Ocobock Memorial FAMILY CAMPOUT

Sept. 13-15, 2013

Cornet Bay Environmental Learning/Retreat Center
at Deception Pass State Park

Deadline to register: Aug. 30, 2013

This campout requires a minimum number of campers. In the event the minimum isn't reached, you will be refunded your money.

NAME _____ LOCAL# _____

Street _____ City _____ State _____ Zip _____

() ()
Home phone _____ Cell Phone _____ Home e-mail address _____

What activities are you interested in?

- ☐ Hiking ☐ Birdwatching
☐ Fishing on lakes ☐ Interpretive Center
☐ Horseshoes ☐ Kayaking and canoeing

How many family members or guests will you be bringing?
I just wish to attend the BBQ Saturday night, Sept. 14 _____ How many? _____

Please enclose \$11 for each family member or guest you'll be bringing. Make checks out to WFSE/AFSCME.

Mail this form to: WFSE/AFSCME Campouts, 1212 Jefferson St SE #300, Olympia WA 98501

Washington Federation of State Employees • AFSCME Council 28 • AFL-CIO • www.wfse.org

- Check-in begins on Friday at 1pm.
- Cabins have been reserved. WFSE/AFSCME will pay the \$11 per night camp fee for members; members pay for any family or guests. Cornet Bay has 14 cabins that sleep 10, one that sleeps four, one that sleeps nine, the "duplex" that sleeps 28.
- Lodge and recreation hall with fully equipped kitchen available for meals. Bring your own food for breakfast and lunch.
- Saturday night BBQ with hotdogs, hamburgers, condiments and chips provided. Each family should bring one main dish to serve eight, plus a salad or dessert.
- What is not provided: sleeping bags or bedding materials; kitchen linens and dishwashing supplies; firewood; first aid equipment; recreational equipment.
- Activities: fishing on lakes; kayaking and canoeing; hiking; horseshoes; golf course and rifle range nearby; interpretive center; lighthouse and gun batteries at Fort Casey State Park located 15 miles away; sail the San Juans on a Washington State Ferry from nearby Anacortes.
- No pets are permitted.
- Boat ramps: The park provides five saltwater and two freshwater boat ramps, plus 710 feet of saltwater dock and 450 feet of freshwater dock. All motors are prohibited on Pass Lake, and only electric motors allowed on Cranberry Lake. Watercraft launching permits for \$7 and a trailer dumping permit for \$5 may be purchased at the park.

QUESTIONS? Contact Tavia Smith at 1-800-562-6002 • tavies@wfse.org

Register online at WFSE.org > Member Resources > Family Campouts



PERC upholds bargaining rights in Enterprise Services. The Public Employment Relations Commission on July

30 ruled in favor of WFSE/AFSCME members and in support of bargaining rights for employees in the Contracts

and Legal Services Division at the Department of Enterprise Services. The agency had challenged the PERC

director's earlier decision to accrete appropriate positions into the WFSE/AFSCME bargaining unit.

Premium rates for 2014 OK'd

Your health insurance premium rates would change little in calendar year 2014 and there'd be no changes to dental, life insurance and long-term disability benefits.

The Public Employees Benefits Board on July 17 approved the 2014 health insurance premium rates.

- Premium rates for Group Health Classic, Kaiser CDHP

(the health savings account option), Uniform Medical and UMP CDHP would increase only slightly.
• Premium rates for Group Health Value and Group



Health CDHP would decrease.

- Kaiser Classic is the only plan with larger increases, for instance from the current \$280 a month for full family to \$329 a month.

All the rates were approved on identical 7-0 votes.

See chart below for details.

Open enrollment when

you can make switch health plans will be in November.

NOTE: Effective July 1, 2014, the following surcharges will be applied to some employees:

- The first surcharge is related to tobacco use. Subscribers covering themselves and/or a family member who is using tobacco, will be assessed a \$25 per month surcharge.
- Subscribers that are

covering a spouse who have waived other employer-sponsored coverage from another source will have a \$50 per month surcharge. The HCA's Michelle George reports: "And PEBB Program staff (not the PEB Board) will determine how to operationalize the surcharges, based on the law passed by the Legislature." That budget proviso was passed in June.

Washington State Employee

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Member: NCA

2014 EMPLOYEE CONTRIBUTION RATES

Plan Name	Employee		Employee + Spouse		Employee + Child(ren)		Full Family	
	2013	2014	2013	2014	2013	2014	2013	2014
Group Health Classic	\$115	\$117	\$240	\$244	\$201	\$205	\$326	\$332
Group Health Value	\$66	\$65	\$142	\$140	\$116	\$114	\$192	\$189
Group Health CDHP	\$36	\$21	\$82	\$52	\$63	\$37	\$109	\$66
Kaiser Classic	\$56	\$116	\$206	\$242	\$172	\$203	\$280	\$329
Kaiser CDHP	\$21	\$23	\$52	\$56	\$37	\$40	\$68	\$73
UMP Classic	\$77	\$79	\$164	\$168	\$135	\$138	\$222	\$227
UMP CDHP	\$22	\$25	\$54	\$66	\$39	\$44	\$71	\$79

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LEGISLATIVE WRAP-UP



It almost happened...

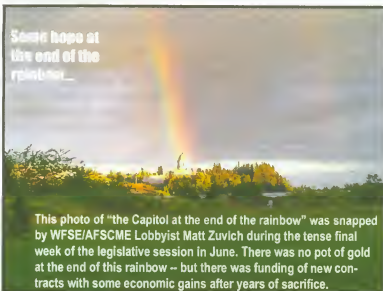
In the last week of June, when it looked like legislators might not pass a budget by July 1, WFSE/AFSCME members fought back with a "Pink Slip" social media job action warning of the harm of a shutdown. Meanwhile, members went on mainstream media to protest the budget foot-dragging, including (from left): Thornton Alberg (Local 443), Kim Conine (Local 443), DeFrance Clarke (Local 443) and James Robinson (Local 793).

MORE ONLINE

wfse.org: See members as they spoke out in the media during the threatened shutdown ("Media features members speaking out on the layoff notices", wfse.org > GET INFORMED > OTHER NEWS > IN THE NEWS (or directly at <http://www.wfse.org/media-features-members-speaking-out-on-the-layoff-notices/>))

Members made the difference in marathon legislative session

Session that crossed three seasons ended with threat of a shutdown; but most anti-state employee proposals stopped



This photo of "the Capitol at the end of the rainbow" was snapped by WFSE/AFSCME Lobbyist Matt Zuvich during the tense final week of the legislative session in June. There was no pot of gold at the end of this rainbow -- but there was funding of new contracts with some economic gains after years of sacrifice.

The marathon 2013 legislative session came down to the wire. A shutdown loomed. Notices of temporary layoffs went out. But in the end, lawmakers wrapped up work June 29, the governor signed the new budget June 30 and the state was open for business July 1.

In signing the budget bill, 3ESSB 5034, the governor averted a shutdown of state services and the temporary layoffs of some 25,000 state employees.

The budget could have been worse, it could have been better and it poses continuing challenges for WFSE/AFSCME members.

But through it all, WFSE/AFSCME members made the difference, breaking all

records for grassroots contact with legislators.

In the regular session alone, from Jan. 14 to April 28, members from 34 locals made 840 visits to legislators in all 49 districts on 62 out of the possible 75 weekdays during session, according to April Sims, WFSE/AFSCME legislative and political action field coordinator. That doesn't include the thousands of e-mails and phone calls sent to lawmakers.

"As long as the session was, our members' hard work got the new contracts in place, with significant economic gains and/or wage re-opener language, and stopped numerous bad proposals, including the bad idea to strip part-time workers of their state

health benefits," said WFSE/AFSCME Executive Director Greg Devereux.

And the union has publicly credited Gov. Jay Inslee for his leadership in stopping the bad things.

"We want to thank you very much for fending off the 401(k), the temporary health care and all the other (bad) things -- You did a superb job," Devereux said July 3 during the contract-signing ceremony in Inslee's office.

"It's hard sometimes to realize victory means you stop other bad things from happening," Inslee said. "But that is victory, right? We didn't get to Disneyland, but we kept our homes. So that's good. We will continue those efforts."

Session highlights

Here are some major highlights and those bad things WFSE/AFSCME members stopped:

- **New contracts ratified** by Legislature (see related stories on page 4).
- **Stopped contracting out** in the Department of Enterprise Ser-

vices (bad part amended out of ESSB 5891).

- **Stopped the proposed shift of part-timers to the health exchanges**, which would have stripped them of state health benefits (ESSB 5905 DID NOT PASS).

- **Stopped the plan to take away bargaining over wellness issues** (ESSB 5811 DID NOT PASS).

- **Stopped a new 401(k) plan** that would have harmed the healthy pension system (ESSB 5851 DID NOT PASS).

- **Stopped the "pension spiking" bill** that would have attacked legitimate use of overtime (SSB 5916 DID NOT PASS);

- **Stopped the bad workers' comp changes** (ESSB 5127 DID NOT PASS).

- **Challenges include:** the surcharges enacted on health care for smokers and some spouses; and the good but not ideal funding for parks.

Local 793 member leads WFSE/AFSCME testimony on mental health changes in wake of tragedies

WFSE/AFSCME has weighed in on key changes for civil commitment and outpatient treatment at state mental hospitals.

Under a new law criminal defendants who have had felony charges dismissed

because of incompetency to stand trial, must have any evaluations for filing a civil commitment to a mental health facility conducted at a state hospital.

"Western State Hospital is a good place for those evalu-

ations to be done," said Local 793 member **Dr. David Olegar**, a psychologist 4 at WSH. "We are a specialized mental health facility."

The testimony came July 29 at a special House Judiciary Committee hearing near

Western State Hospital.

WFSE/AFSCME Lobbyist **Matt Zuvich** said the state needs a continuum of care in mental health and a continuity of care "so we don't have tragedies that slip through the cracks."



Olegar

Western Washington University wage re-opener negotiated

Lump sum payments in August 2013, December 2014

Local 1381 members at Western Washington University in Bellingham wrapped up negotiations July 24 on a wage re-opener under the new, 2013-2015 contract.

The WWU Bargaining Team reached agreement on a 2.2 percent lump-sum bonus coming in Aug. 25, 2013, paychecks and another 1 percent lump-sum bonus in Dec. 10, 2014, paychecks.

They also negotiated a "me-too" clause that says if the economic criteria set out in the General Government

contract are met and General Government members do get the resulting 1 percent across-the-board raise on July 1, 2014, then WWU members would get it as well.

The WWU re-opener has similar "me-too" language connected to the Public School Employees unit at WWU.

MORE ONLINE



On [wfse.org](http://www.wfse.org): You can see the WWU re-opener memorandum of agreement on the Federation website at www.wfse.org > OUR CONTRACTS > WWU.

New contracts on the books!

New pacts begin slow recovery after years of sacrifices

Gov. Jay Inslee on July 3 formally signed the 2013-2015 contracts for General Government and Language Access Providers (Interpreters) in a brief ceremony in his office.

For General Government, that meant July 25 paychecks were 3 percent larger because the new contract ended the two-year pay cut.

Thousands more got an additional 2.5 percent because they qualified for the new M step (for those who'd been at the previous Step L for at least six years).

Members of the respective bargaining teams, officers, Executive Board members and Federation lobbyists looked on as the governor signed the two agreements in his Capitol office.

(Other Federation contracts didn't require the governor's signature. For a roundup, see related story below.)

Inslee congratulated the Federation for working with him "to preserve this in this legislative session."

"What you guys did has helped everybody," Inslee said. "This is a team effort and succeeded. And I know we're not done...As soon as I sign this, it will remind me that we have more work to do in the next biennium."



Gov. Jay Inslee signs new General Government contract July 3. Standing (from left): Shane Esquibel (Labor Relations Division); Rick Hertzog, Local 793, WFSE/AFSCME E-Board; WFSE/AFSCME Executive Director Greg Devereux; Jeff Paulsen, Local 443, bargaining team member; Federation Lobbyist Matt Zuvich; WFSE/AFSCME President Carol Dotlich, bargaining team member; Dennis Eagle, WFSE/AFSCME director of legislative and political action; WFSE/AFSCME VP Sue Hennicksen, Local 53, bargaining team member; and Leroy Mould, president of Interpreters Local 1671. Inslee also signed the new Language Access Providers (Interpreters) contract at the same ceremony.



Governor shakes hand of General Government Bargaining Team member Jeff Paulsen.



WFSE/AFSCME Executive Director Greg Devereux signs the contract as the governor looks on.

ON SOCIAL MEDIA...



On facebook: Go to <https://www.facebook.com/wfsec28> > 7/3/13 contract signings for more photos.

2013-2015 contract highlights:

• **General Government** The 3% snapback ending the two-year pay cut. The new Step M for those who've been at the previous top step, Step L, for six years. General Government members would also get a 1 percent salary increase on 7/1/14 if certain economic benchmarks are met. In General Government, continuation of the personal leave day – and extended to institutions workers – in addition to personal holiday.

Hmmm.
Looking for the 2013-15 Contract?
Log onto www.wfse.org >
OUR CONTRACTS

• **Community College Coalition** The 3% snapback ending the one-year pay cut. The new Step M for those who've been at the previous top step, Step L, for six years. Community College members would also

get a 1 percent salary increase on 7/1/14 if certain economic benchmarks are met.

In General Government and Community Colleges, those who qualified for Step M saw their paychecks increase July 25 by a total 5.5% (the restored 3% in pay and the 2.5% M Step increase).

• **The Evergreen State College Classified Staff** Step M, 1 percent salary increase 7/1/14 and personal leave day. Wage re-opener negotiations being scheduled.

• **Western Washington University**

Step M, 2 more personal leave days; wage re-opener negotiated July 24 (see story above).

• **Eastern Washington University** Step M, 1 percent raise 7/1/13 and 1 percent 7/1/14.

• **Central Washington University** Step M, 1 percent raise 7/1/14; possible lump-sum payments of up to 3 percent in 11/13 and 11/14 if certain student success initiative benchmarks are met.

• **University of Washington** Raises of 2 percent on 7/1/13 and 2 percent on 7/1/14; additional premium pay, preceptor pay

and professional development increases; "me-too" clause if another UW union gets higher raises.

• **Washington State University** A new Step M (for which appropriations were made). Wage re-opener negotiations are being scheduled to address other compensation.

• **Language Access Providers (Interpreters)** Rate increase of 50 cents an hour 7/1/13 and another 50 cents an hour increase on 7/1/14; funding also provided to accommodate a change to the no-show payment rules.

Meet your next bargaining teams

Ballots for open seats on all of WFSE/AFSCME's bargaining teams (the oldest teams, under the 2002 Personnel System Reform Act) were counted June 21. Here are the results of the elections for the respective 2015-2017 bargaining teams. The list includes nominees elected, nominees elected by acclamation (where there were no other nominees) and several team members appointed by the union president to fill vacancies (as required by the bargaining structure). List current as of Aug. 12, 2013.

This is for the next contract that would take effect July 1, 2015. Some teams begin training this month. Negotiations with management would begin in early 2014.

COMMUNITY COLLEGE COALITION

Elected by institution, with number of representatives based on how many bargaining unit employees represented at each community college, with at least one at-large representative who is a part-time/hourly employee; additional appointments to fill vacancies may occur.

Centralia Community College:
Cheryl Kimbel, Local 862

Community Colleges of Spokane:
Rick Halverson, Local 1221

Everett Community College:
Laura Little, Local 1020
Max Phipps, Local 1020

Green River Community College:
Todd Henderson, Local 304
Richard Getchman, Local 304

Lower Columbia College:
Vicki Echerd, Local 1400
Tracy Stanley, Local 1400

Peninsula Community College:
Tom Cline, Local 1463

Seattle Community College:
Rodolfo Franco, Local 304
Kelly Grayson, Local 304
Orson Williamson, Local 304

Shoreline Community College:
Jerome Owens, Local 304

Tacoma Community College:
Angie Simpson, Local 53

Whatcom Community College:
Patricia Gentile, Local 1381

Part-time/Hourly:
Joe Andersen, Lower Columbia, Local 1400

Vacancies for seats representing Bellevue College and South Puget Sound Community College.

MORE ONLINE



On wfse.org: Keep up to date on bargaining your next contract: www.wfse.org > COLLECTIVE BARGAINING.

WASHINGTON STATE UNIVERSITY

May have up to nine bargaining team members for their institution-wide bargaining team, with one reserved for a part-time/hourly employee.

Will Blanchard, Local 1066, WSU Pullman
Brett Clubbe, Local 53, WSU Puyallup
Jane Graydon, Local 1221, WSU Spokane
Debra Haupt, Local 1066, WSU Pullman
Eric Needham, Local 1066, WSU Pullman
Dean Neppel, Local 1066, WSU Pullman
Michael Reitemeier, Local 1221, WSU Spokane



CENTRAL WASHINGTON UNIVERSITY



May have up to nine bargaining team members for their institution-wide bargaining team, with one reserved for a part-time/hourly employee.

Laurence Berner, Pat Devlin, W. Christopher Everett, John Fukuzawa, Skip Jensen, Jeff St. John and Chris Stebbins (all Local 330).



UNIVERSITY OF WASHINGTON

Bargaining team members elected in accordance with the UW Local 1488 constitution.

Raeno Alforque, Joe Davenport, Kelly Durand, James Grady, Paula Lukaszek, Shannon Milam, John Miller, Richard Monk, Doug Nielson, Kristine Paul, Alan Presley, Phal Prom, Claude Theard, Ray Trice and Jake Whitefish (all Local 1488).

EASTERN WASHINGTON UNIVERSITY



May have up to nine bargaining team members for their institution-wide bargaining team, with one reserved for a part-time/hourly employee.

Quincy Burns, Nita Holbert, Ken Reidt, Eric Rux, Robert Schmitter, Kathy Van Meer, Craig Walker, Lance Walker and Kathleen Warren (all Local 931).

UW POLICE MANAGEMENT

By Local 1488 constitution, the UW Police Management Bargaining Team has at least two members.
Tawan Pratt-Wieburg, Doug Schulz



WESTERN WASHINGTON UNIVERSITY

May have up to nine bargaining team members for their institution-wide bargaining team, with one reserved for a part-time/hourly employee.

Sonia Baker, David Garcia, Tim Harvey, Cheryl Mathison, Hub McCauley, Stephanie Scott, Sarah Neugebauer and Steve Vanko (all Local 1381).



THE EVERGREEN STATE COLLEGE CLASSIFIED STAFF

May have up to nine bargaining team members for their institution-wide bargaining team, with one reserved for a part-time/hourly employee.

Lana Brewster, Erik Carlson, Laura Carpenter, Lin Crowley, Steve Johnson, Kirk Tamadge, Doug Shanafelt and Allie Van Nostran (all Local 443).

GENERAL GOVERNMENT



Corrections:
Bill Copland, Local 1253, Kennewick

Employment Security:
Phil Huber, Local 443, Olympia

Human Services:
Ken Blair, Local 53, Tacoma
Steve Fossum, Local 443, Olympia
Cynthia English, Local 53, Tacoma
Patricia Loving, Local 313, Vancouver

Institutions:

Craig Gibelyou, Local 793, Western State Hospital, Lakewood
Rick Hertzog, Local 793, Western State Hospital, Lakewood
Julianne Moore, Local 1326, Yakima Valley School, Selah
Monica Verrall, Local 341, SOLA, King County

Labor and Industries:

Rick Beutler, Local 976, Seattle
DeFrance Clarke, Local 443, Tumwater

Miscellaneous:

Jeff Paulsen, Local 443, Consolidated Technology Services, Olympia
Deanna Sundby, Local 53, Department of Early Learning, Tacoma
Michael Weisman, Local 443, Department of Health, Olympia

Natural Resources:

Steve Fraidenburg, Local 443, Department of Natural Resources, Olympia
Scott Mallery, Local 1221, Department of Ecology, Spokane

Transportation:

Ken Fisher, Local 504, Spokane
Kathryn Rogers, Local 1060, Coupeville

General Government Bargaining Team elected by policy group, with number of representatives based on how many bargaining unit employees represented by the respective policy group.

Locals in action

WALLA WALLA STEWARDS



At Walla Walla Steward in Action training June 29-30.

CORRECTION: The June Washington State Employee omitted part of Sue Henriksen's title. She is vice president of WFSE/AFSCME.

IN MEMORIAM

IN MEMORIAM: Thomas Brown, an office assistant 3 with the Department of Licensing in Olympia and a longtime member of Local 443, died July 7 from cancer. He was 62. Tom was like all Federation members, a good guy who did his job for 24 years in the mailroom at DOL who was so liked and respected that he was fondly called "The Mail Stop Guru." According



to his official obituary: "He took pride and enjoyment in his job, often volunteering to help others when the need arose. Tom was quick to offer suggestions for changes during staff meetings. Many of his ideas were utilized in the work area." A celebration of life took place July 20, in Tumwater. The family suggests memorial donations to your favorite charity.



IN MEMORIAM: Dan Lowe, a grounds and nursery supervisor 3 at Rainier

of a serious health condition. She has exhausted all leave. Contact: your human resource office.

Denise (Dee) Jones, a financial services specialist 3 with the Contact Center South Sound, has been approved for and is in need of shared leave. Contact: your human resource office.

Daphnee Thompson, a secretary senior with DSHS in Kent and a member of Local 843, has been approved for shared leave as she undergoes treatment for cervical and lumbar degenerative disc disease. She has exhausted all leave and is now on leave without pay status. Contact: Shearun Faison at (206) 760-2468 or your human resource office.

Tamara Marshall, financial services specialist 3 at the DSHS Puyallup Valley Community Service Office and a member of Local 53, has been approved for shared leave because of a serious medical condition. She will soon exhaust all leave. Contact: your human resource office.

Michelle McGurk, a financial services specialist 4 with DSHS in Spokane and a member of Local 1221, has been approved for shared leave. Contact: your human resource office.

Cindy Lang, a financial services specialist 4 at the DSHS Federal Way Community Service Office and a member of Local 843, is still at home recovering and not able to come back to work. She has run out of all shared leave that has been generously donated to her; she requests more to help her get by with enough leave to keep her PEBB-eligible. Contact: your human resource office.

Colleen Hankins, a WorkSource specialist 6 at the Employment Security Department in Kelso and a member of Local 1400, has been approved for shared leave. Contact: Craig Cutsforth at (360) 407-1345.

Two members are in need of shared leave, one member having back surgery and one who is his wife who is caring for him. **Christopher Cook** is a security guard 2 at the DSHS Special Commitment Center on McNeil Island and a member of Local 793. He is having back surgery. His wife, **LaRee Cook**, is an

LOCAL 970



WFSE/AFSCME President **Carol Dotlich** swears in new officers of Aberdeen-Grays Harbor Local 970 at the local's June banquet. New officers are: President **Connie McPherson**, VP **Jeanne Cornell**, Treasurer **Cathy McMurtry**, Secretary **Kevin McMurtry** and Sergeant-at-Arms **Jessie Foscoe**.

School in Buckley and a member of Local 491, died July 14. He had been battling cancer. He was 54. A celebration of life took place July 28. The family suggests memorial donations to the Cancer Treatment Centers of America.

IN MEMORIAM: Attilano V. "Wero" Medrano Jr., an agriculture inspector 4 with the Department of Agriculture from Quincy and a member of Local 1299, died June 19 after suffering a heart attack at home. He was 54. A celebration of life took place June 26

information technology technician 1 with the state Health Care Authority in Olympia and a member of Local 443; she is in need of shared leave to care for her husband, Chris. If you can help either or both, contact: your human resource office.

Marcella Barber, a medical assistance specialist 3 with the state Health Care Authority in Olympia and a member of Local 443, has been approved for shared leave through Dec. 27, 2013. Contact: your human resource office.

Kendra Hogenson, a medical assistance specialist 3 with the state Health Care Authority in Olympia and a member of Local 443, has been approved for shared leave through Jan. 7, 2014. Contact: your human resource office.

Reggie Lemire, an attendant counselor 2 with State-Operated Living Alternatives (Developmental Disabilities) in Seattle and a member of Local 341, is recovering from Chronic Obstructive Pulmonary Disease (COPD), a serious lung disease that usually causes breathing to get worse over time. He's also recovering from other related major complications. He has exhausted all his leave. Contact: Lisa Bonorden, (425) 339-3987.

Sharon Gray, a secretary supervisor with the Department of Corrections in Tacoma and a member of Local 53, has been approved for shared leave because of a medical condition. Contact: Diana White, (360) 413-5407.

Ralph Talarico, a financial services specialist 5 with DSHS in Seattle and a member of Local 843, is in need of shared leave. His wife is Venus Talarico, a Local 435 member at Employment Security in Seattle. To help Ralph, contact: your human resource office.

Kathy Allen, a WorkFirst program specialist with DSHS at the Ellensburg Community Service Office and a member of Local 1301, has a serious health condition that required bypass surgery. Contact: your human resource office.

Retta Broadway, a financial services specialist 4 with the DSHS Customer Service Contact Center, Phone Team Northwest in Mount Vernon and a member of Local 1060, is in need of shared

LOCAL 443



More than 150 members from Employment Security, DSHS and Services for the Blind turned out for a WFSE/AFSCME "Lunch 'n Learn" July 9 at Lacey's Hunter Park. More photos under "Albums" at <https://www.facebook.com/wfsc28>



Northwest, enjoying fun-filled family dinners with his children and grandchildren or barbecuing with friends. Through and through, Wero's infectious laugh and passion for life was present in all he did."

leave for knee replacement surgery. Contact: your human resource office.

Heather Tames, a social service specialist 2 with DSHS at the Kennewick Community Service Office and a member of Local 1253, has been approved for shared leave because of a serious medical condition. Contact: your human resource office.

Patricia Loving, a financial services specialist 3 at the DSHS Columbia River Community Service Office in Vancouver and a member of Local 313, is in need of shared leave because of a medical condition. Contact: your human resource office.

Rick Bemis, a custodian 1 with the Department of Enterprise Services in Olympia and member of Local 443, is undergoing a lengthy treatment for a serious medical condition. He has exhausted all available leave. Contact: Lynn Mahoney at (360) 407-8785, or your human resource office.

Kendra Hogenson, a medical assistant specialist 3 with the state Health Care Authority in Olympia and a member of Local 443, has been approved for shared leave as she battles sickle cell anemia. She is in need of shared leave to cover the time she missed while still recovering from foot fusion surgery. She has exhausted all her sick and annual leave. Contact: April Yancy at (360) 725-2134, or your human resource office.

Jim Webb, a juvenile rehabilitation counselor assistant at Naselle Youth Camp and a member of Local 2263, is in need of shared leave because of a serious illness. Contact: Joyce Kilponen, (360) 484-3223.

Jackie Hilton, an office assistant 1 for DSHS in Kelso and a member of Local 1400, is recovering from three brain surgeries to correct a life-threatening condition. Contact: Daniel Lozano, (360) 533-9788.

Christina Hurley, an information technology specialist 3 with the Department of Natural Resources in Olympia and a member of Local 443, has been approved for shared leave because of a complication from her pregnancy. Contact: Debra Chamberlin at (360) 902-1228, or your human resource office.

SHARED LEAVE REQUESTS

If you've been approved to receive shared leave by your agency or institution, you can place a notice here. Once you've been approved by your agency or institution, WFSE/AFSCME can place your shared leave request here and online. Please include a contact in your agency, usually in human resources, for donors to call. E-mail the editor at tim@wfse.org. Or call 1-800-562-6002.

* The following could use a donation of eligible unused annual leave or sick leave or all or part of your personal holiday:

Silvia Huszar, a WorkSource specialist 3 with the Employment Security Department in White Salmon and a member of Local 716, is in need of shared leave to care for her husband, who is battling cancer. Contact: your human resource office.

Rachel Saunders, a health services consultant 3 at the Department of Health in Tumwater and a member of Local 443, is in need of shared leave because of a serious health condition. Contact: Kim Kendres, (360) 236-4058.

Kathy Basher, an office assistant 3 with DSHS in Tacoma and a member of Local 53, will need to be off work for four weeks to recover from a serious medical condition. She has exhausted all leave. Contact: your human resource office.

Diana Martin, a financial services specialist 3 at the Alderwood Community Services Office in Snohomish County and a member of Local 948, has been approved or shared leave. Contact: your human resource office.

Debbie Gallagher, a social services specialist 3 for DSHS Home and Community Services in King County, is recovering from a traumatic head injury and is in need of shared leave. Contact: your human resource office.

Laurie Lombardo, a financial services specialist 3 at the DSHS Sky Valley CSO in Arlington and a member of Local 948, is still in need of shared leave because

UW, from page 1

without negotiating in good faith – and also that the UW wrongly considered them unrepresented without any contract rights.

At the urging of WFSE/AFSCME, the county council stepped in because it has ultimate control over the hospital. The council appoints the Harborview Medical Center Board of Trustees.

That contract expires in 2015. The council has already grilled Harborview management once, at a June 10 briefing that focused on the UW's poor treatment of line staff. That briefing was the start of the discussion on whether the county will renew its contract with the UW to run Harborview or instead partner with a different health care provider.

But the two letters from the council to UW President Mi-

chael Young are unprecedented. They show the council's commitment to fair treatment at the hospital owned by the people of King County.

Both letters were signed by a majority of the council: Larry Gossett, Rod Dembowski, Joe McDermott, Larry Phillips and Reagan Dunn. The council is officially nonpartisan, but Gossett, Dembowski, McDermott and Phillips have been identified as Democrats and Dunn as a Republican. A sixth council member, Julie Patterson, recused herself because she sits on the board of a UW Medicine competitor.

The council's letters to Young showed a keen understanding of the working conditions faced by the call center workers – and their yearning to provide quality services.

"We hear that employees believe patient services have been compromised by many of the practices instituted at the new call center," the coun-

cil wrote UW President Young on May 3. "They believe they are asked to handle too many calls from too many different clinics, and that they receive inadequate training and support from the administration.

"As a public, first-rate medical institution owned by the people of King County, who we are elected to represent, Harborview Medical Center must be managed with the values of the community in mind. We believe that King County residents, like us and like you, believe in first-rate patient services, and in appropriate training and support for employees.

"We support workers' collective bargaining rights and respect the role of unions, which ensure that men and women who work hard in our community have access to medical benefits, living wage jobs, safe workplaces, and other worker protections. We encourage you to work proac-

tively with WFSE to comply with the PERC order, and to return to the bargaining table with WFSE."

UW President Young responded through a labor relations staffer who said that the two sides did have a bargaining session May 7, "implying that the two parties were now in normal negotiations," the council wrote June 12.

The Metropolitan King County Council on June 12 again wrote UW President Young to set the record straight.

"WFSE has advised us that the two sides did meet on May 7," but the UW has chosen to approach these negotiations as if there is no contract in place," the council wrote.

"Rather than bargaining just the effects of the consolidation, as PERC ordered, the UW is asking WFSE to negotiate over items that were in the labor contract before the UW claimed that these workers

were no longer members of WFSE. Based on this report, it would appear that the UW continues to refuse to comply with the PERC order.

"We wish to make it clear how seriously we view this matter," the council wrote, and then reiterated its previous commitment to workers' collective bargaining rights and the directive to the UW to work "proactively" with the Washington Federation of State Employees to comply with the spirit and letter of "state mandates, including PERC orders."

Needless to say, King County has high standards for how its employees are treated. Their intervention in the Harborview call center saga shows those values don't stop at the Harborview lobby just because the UW runs the hospital. As the letters and June 10 briefing show, that could all change when the current partnership expires in 2015.

There they go again at UW

• Special pay. An arbitrator on July 29 ordered the University of Washington to pay eligible custodians, trades workers and others another 12 months-plus in back wages in the long battle over agreed-to special pay provisions that the union negotiated in 2008 – which the UW unilaterally halted a few months later.

The independent arbitrator ruled the UW owed the back pay from April 6, 2012 through June 30, 2013, when the 2011-2013 UW collective bargaining agreement

expired. The arbitrator did not award interest on the back pay.

The special pay covers two agreements. One increased the shift differential paid to custodians, housekeepers and employees receiving a shift differential of less than \$1 an hour to \$1 an hour effective July 1, 2008. The UW unilaterally stopped paying those increases in January 2009.

The other agreement in November 2008 increased the salaries of certain trades classes under the union

■ Time after time this summer, the University of Washington has been slapped for bad management behavior. When will they learn?

contract, such as plumbers/pipefitters/steamfitters and leads; carpenters and leads; and elevator mechanics and leads. But the UW, too, unilaterally stopped paying those upgrades.

• Discrimination. A state hearing examiner on July 31 ruled that the University of Washington discriminated against a Local 1488 member for attending a union-management meeting. The decision came on an unfair labor practice complaint filed by WFSE/AFSCME.

• Specimen techs. The State Court of Appeals unanimously ruled June 24 that the UW committed an unfair labor practice when they insisted they would only reallocate about 35 specimen processing technicians at Harborview Medical Center to a higher-paid job class if WFSE/AFSCME agreed to their removal from a Federation bargaining unit into one represented by SEIU. The court said that was illegal skimming of WFSE/AFSCME members' work.

• Withholding information. PERC affirmed June 24 that the UW committed an unfair labor practice when it refused to bargain by not producing requested information during a grievance hearing. PERC condemned the UW's appeal of a hearing examiner's decision as "frivolous." Yet, on July 5, the UW filed a motion for reconsideration of PERC's ruling.

FORT WORDEN, from page 1

Local 1466 member Terri McCullough.

And despite longstanding assurances about protecting Federation Local 1466 members' jobs there, the lease would cut nearly 73 percent of current positions. A separate demand-to-bargain over this impact has been filed; negotiations continue to mitigate this mass reduction from the current 27.06 full time equivalent positions to 7.33 FTEs.

With the vote, WFSE/AFSCME now becomes a watchdog group to hold the PDA's feet to the fire if the expected fleeing of taxpayer dollars comes to pass. And also to raise concerns if the Fort Worden lease is used as a "template" in similar schemes to give away other state parks.

"We are deeply troubled about the credibility of this PDA and their ability to deliver and we urge you to please proceed with caution," said Jeanine Livingston, WFSE/AFSCME's contract compli-



McCullough (left) takes notes while other opponents look on.

ance manager. Livingston said e-mails turned up in the Federation's public information request showed deception after deception along the way to the final lease agreement.

That included public assurances to protect jobs that turned out to be false.

Livingston said the commission in December required a "minimization" of the loss of jobs.

"What you see before you is actually an increase in the loss of jobs," she said. "We were going to retain 14 maintenance and rangers and we're down to seven. They didn't minimize loss of jobs."

Employees' concerns

about losing jobs were discounted as recently as February. Yet, Livingston said, "here we are today and their concerns have been legitimate."

On law enforcement, Livingston, parks members and union reps met with a PDA official who told them a plan to farm out law enforcement to the Port Townsend Police was "off the table," she said. "And yet today, I'm look-

ing at an agreement that takes law enforcement away from park rangers and puts it in the hands of Port Townsend Police," Livingston said.

Todd Jensen, a park ranger for 32 years, with 14 at Fort Worden, warned the safety and security now provided by park rangers would basically be handed over to a "night concierge" service. Jensen took a day off to testify as a Local 1466 member.

The Fort Worden lease covers about 90 acres of the park while the state "remains the underlying owner" of all of the park. The PDA would take over visitor reservation services for all structures and uses on campus and for the two campgrounds that remain under state "management." The PDA would skim off \$8.50 for each campground reservation they process. In return, state Parks would get just 3.5 percent of the PDA's gross revenues starting in the eighth year of the lease. The agreement also eliminates State Parks' operating responsibilities on the Fort Worden campus after four years.

Commissioners themselves claimed the agreement was necessary to save Fort Worden in the face of budget cuts.

"The real risk is the status quo," said Commissioner Mark Brown, the Federation's deputy director from 1986 to 1993.

"Minimizing the loss of employment opportunities and impacts on the employees is my biggest concern and my biggest disappointment and I'm disappointed we didn't do more," Brown said.

PDA supporters say they're starting into the abyss and this was the only way.

"The Legislature gave us the minimum – the minimum – we need to keep the doors open on our current inventory of parks," Brown said. "No enhancements. Nothing to put into some strategic investments that we would like to make. No money to hire back staff that we had to lay off. Certainly not a time that we can target towards extraordinary or focused efforts at Fort Worden."

Brown made the motion to adopt the lease.

FACES OF OUR FUTURE: 2013 WFSE/AFSCME Scholars



Norm Schut Scholars

This year's recipients of the \$1,000 Norm Schut Scholarships (named after WFSE/AFSCME's first executive director):

Briana Macri



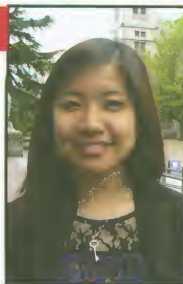
Briana Macri (left), daughter of **Laura Macri** (right, outside Bellingham CSO), a WorkFirst program specialist at the DSHS Bellingham Community Service Office and a member of Local 1060. Briana graduated from Bellingham High School, where she participated in the Running Start program at Whatcom Community College. She'll attend Washington State University to pursue a degree in psychology. This summer she's working as a construction site flagger and as a babysitter.

IN THEIR OWN WORDS

Q *note: "We are proud not just for the scholarship that the union has given Briana but also her motivation to make a difference. She volunteers her time to help others and her career goal to go into psychology also reflects the same desire. She knows the value and cost of education and has taken steps to mitigate this by taking college classes in high school and working two summer jobs."*

-- **Laura** (and husband Jeff) **Macri** on their daughter's honor.

Yaoyi Xiao



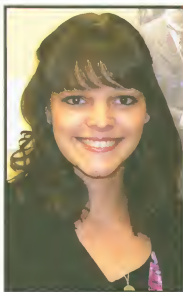
Yaoyi Xiao (right, on the UW campus), daughter of **Canming Xiao**, an environmental specialist 3 at the Department of Ecology in Yakima and a member of Local 1326. Yaoyi, a 2012 graduate of Eisenhower High School in Yakima, finished her freshman year at the University of Washington in June. She's working for a degree in either biochemistry or chemical engineering. Then it's on to pharmacy school or medical school. Yaoyi had an interest in these fields from an early age, even taking an introductory course in nursing at a local community college so she could shadow doctors and nurses.

IN THEIR OWN WORDS

Q *note: "I'm excited because people in the community care about my education."*

-- **Yaoyi Xiao** on winning her scholarship.

Kambria Dumesnil



Kambria Dumesnil (left, at Aberdeen L&I office), a customer service specialist 2 with the Department of Labor and Industries in Aberdeen and a member of Local 970. She graduated from Grays Harbors College in June with her associate degree in business and will begin online courses with Washington State University this month. Her aim is a degree in business management and operations -- and then a master's in business administration. She is 2013's member recipient of a Schut Scholarship.

IN THEIR OWN WORDS

Q *note: "A year ago, I wouldn't have thought about setting a goal this big for myself.... I am fortunate to receive support from my union."*

-- **Kambria Dumesnil**, Local 970



Younglove & Coker Scholar

This year's recipient of the \$2,500 Younglove & Coker Scholarship (funded through a generous grant from our outside legal firm, Younglove & Coker):

Sahej Walia (right), daughter of **Romi Walia** (left, outside their Fife home), an office assistant 3 with the Department of Licensing in Olympia and a member of Local 443.

Sahej, a 2013 graduate of Fife High School, will attend the University of Washington to pursue a career in neuroscience.

Her family came to Washington three years ago from Qatar, where her father worked in the U.S. embassy.

Sahej strove to push herself in the Land of Opportunity, enrolling in challenging classes and accumulating a 3.99 grade point average.

"My parents feel proud of my accomplishments," she says.

Sahej Walia



IN THEIR OWN WORDS

Q *note: "When Sahej got the scholarship, I was really happy it came from my union. I was especially proud because state employees don't make very much of a salary. And I was very proud it came from my union."*

-- **Romi Walia**, on daughter Sahej's union scholarship honor.



Union Plus Scholar

And one of WFSE/AFSCME's own won one of the national AFL-CIO Union Plus Scholarships for \$500:

Miranda Wilson



Miranda Wilson (left), daughter of **Gwyn Wilson** (right, outside Lower Columbia College's Head Start/ECEAP center), a program assistant at LCC in Longview and a member of Local 1400. Miranda, a 2010 graduate of R.A. Long High School in Longview, has been attending Lower Columbia and has applied to the nursing program.

IN THEIR OWN WORDS

Q *note: "It's always an honor to win any scholarship and I like that it's part of my mom's union."*

-- **Miranda Wilson** on winning Union Plus

Next month:

We'll meet the recipient of this year's \$5,000 Althea Lute Memorial Scholarship.

MORE ONLINE



To check for upcoming scholarships for next year, go to:

wfse.org > MEMBER

RESOURCES > Scholarship Information (<http://www.wfse.org/member-resources/scholarship-info/>).